

A woman wearing a beige hijab and a white lab coat is shown from the chest up, looking down and writing in a notebook with a blue pen. The background is a soft-focus indoor setting with a white shelf and a green plant. The entire image is framed by a white border.

MILESTONES

College of Dental Hygienists of Ontario

Protecting your health and your smile

2021 | ISSUE 01

The mission of the College of Dental Hygienists of Ontario is to regulate the practice of dental hygiene in the interest of the overall health and safety of the public of Ontario.

La mission de l'Ordre des hygiénistes dentaires de l'Ontario consiste à réglementer l'exercice de la profession d'hygiène dentaire de sorte à favoriser l'état de santé global et la sécurité du public ontarien.

MILESTONES

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College of **Dental Hygienists** of Ontario
L'Ordre des **hygiénistes dentaires** de l'Ontario
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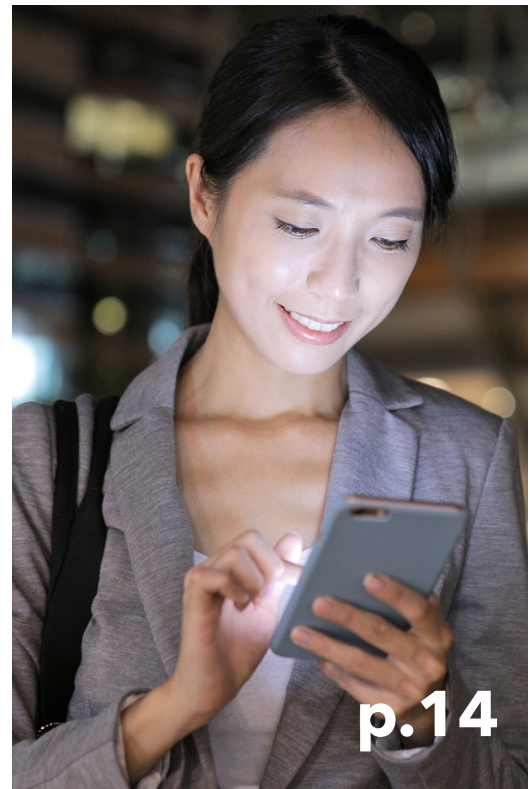
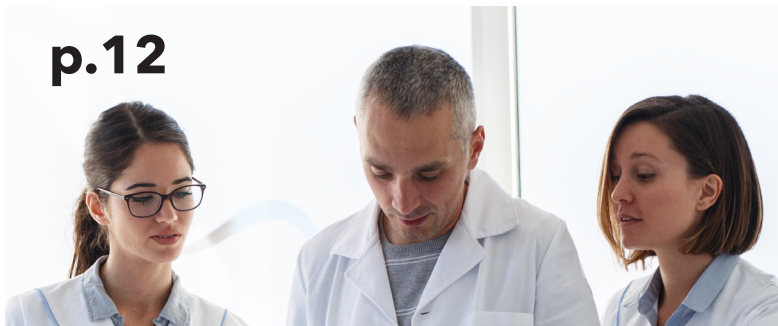
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PRESIDENT'S MESSAGE

CAROLINE LOTZ BA, RDH, MSc

As a Council, transitioning to a virtual meeting format has provided an opportunity for increased transparency through higher public viewership of our Council meetings. We welcome you to attend any of our upcoming Council meetings.

Council's first meeting of the year occurred on January 22, 2021, when the annual election of the Executive Committee was held. I am honoured to have been nominated and acclaimed as President of CDHO Council for 2021. Congratulations to my fellow Council members who were acclaimed or elected by Council to serve with me on the Executive Committee: Pauline Leroux, Vice-President (professional member), Terri Strawn (professional member), Joshua Hollenberg (public member) and Ehizele (Martin) Iyamabo (public member).

On behalf of Council, I would like to welcome Deborah Adams to her position as our new Registrar. Deborah brings a wealth of regulatory and leadership experience to CDHO, having previously held positions as Registrar of the College of Registered Psychotherapists of Ontario, Registrar for the College of Midwives of Ontario, and Administrative Director for the Sinai Health System Family Health Teams.

A warm welcome is also extended to our newest Council members, Ehizele (Martin) Iyamabo (public member), Loree Beniuk (public member), Jennifer Cooper (professional academic member), Jacqueline White (professional member), and Carla Grbac (professional member).

A special thank you to our past President, Catherine Ranson, for her leadership, guidance and support over the past nine years on Council and serving as Council President for the past three years.

The Council participated in an Orientation Workshop in January, facilitated by Julie Maciura, legal counsel for the CDHO, and her colleague Rebecca Durcan from Steinecke Maciura LeBlanc. Council members were provided with informative sessions relating to their fiduciary responsibilities in the areas of conflict of interest, off-duty conduct and unconscious bias. Council also participated in a Discipline Training Workshop, facilitated by Elyse Sunshine, a well-known Toronto lawyer who specializes in health and regulatory law advocacy and advice.

The CDHO Council continues our governance reform project work with ongoing discussions relating to competency development and exploring opportunities for regulatory modernization. The Council recognizes that self-regulation is a privilege and are committed to upholding the College mandate of regulating the dental hygiene profession with public interest in the forefront of our discussions and decisions.

As a Council, transitioning to a virtual meeting format has provided an opportunity for increased transparency through higher public viewership of our Council meetings. We welcome you to attend any of our upcoming Council meetings. The Council meeting dates for 2021 are posted on the CDHO website, as well as on page 7 of this issue.

While 2021 has ushered in continued challenges in managing the pandemic, I am reminded daily of the hard work and efforts of the dental hygiene community to overcome the challenges they face and to continue to serve the oral health needs of the public of Ontario.

As spring approaches, I wish everyone good health and safety.

A handwritten signature in black ink that reads "Caroline Lotz". The signature is fluid and cursive.

REGISTRAR'S MESSAGE

DEBORAH ADAMS MA, MHSc

[...] I believe that public protection is best served when professionals are not burdened by regulation but are supported to be accountable, safe, ethical and competent.



I am pleased to have the opportunity to introduce myself to CDHO's stakeholders. I am looking forward to connecting – although virtually – with many of you over the coming weeks and months.

My professional background is a combination of regulatory and primary care work. I have served as registrar for two other health regulators (midwifery and psychotherapy) and have been the administrative lead for family medicine and palliative care programs.

I think that the benefit to this combination of experience is that I have seen how regulation can be both a help and a hindrance to providers. As a result, I believe that public protection is best served when professionals are not burdened by regulation but are supported to be accountable, safe, ethical and competent. My hope is to be able to help CDHO's excellent staff team and committed Council to continue to provide that support to Registered Dental Hygienists in Ontario.

Regulators in this province are entering a phase of transformative change and the increasing relevance of the regulatory component of a complex health care system. Ultimately, the work involved in this transformation should result in a more modern approach to regulation that begins with risk-assessment and employs a right-touch approach. You will hear me talk about these concepts a lot, as I believe they are key to the sustainability of our health care system and the professionals who do the work.

The World Health Organization (WHO) has an interesting position paper on the three tenets for sustainable health care professions. They identify:

- Educators whose role is to prepare excellent practitioners to enter practice;
- Professional associations who provide advocacy and support for positive working conditions;
- Regulators who ensure public protection through continuing competence requirements and professional accountability.

WHO's stance is that a healthy tension between the three is key. In my work, I have seen how this healthy tension is a function of well-cultivated relationships between key stakeholders. It does not happen by accident.

It is important as a regulator to recognize the role of education programs in identifying and addressing issues that represent a risk to the public at that key entry-to-practice phase. Provincial and federal professional associations can offer the front line perspective of the profession and the issues that impact their ability to practise safely.

I would expand the list proposed by WHO to specifically include registrants as key stakeholders. Engaged RDHs who understand their professional obligations and can participate actively in meeting them through meaningful professional development are best positioned to provide the safe and effective care deserved and expected by the public.

Earlier this month, I hosted a short lunchtime webinar to make myself available to stakeholders who might have been interested in an early discussion with me as I begin my work with CDHO. If you did not have a chance to attend, a recorded version of the webinar is available on the CDHO YouTube channel: <https://www.youtube.com/watch?v=IxCQbzaQCow>.

A handwritten signature in black ink, appearing to read 'D Adams'.

COUNCIL HIGHLIGHTS

DECEMBER 4, 2020

At the December 4, 2020 virtual Council meeting, **Jennifer Klys** received the **2020 Fran Richardson Leadership Development Award**. She presented on her current role as **Dental Practice Specialist** in the Niagara region, which focuses on impacting health and health equity by improving the dental health of residents through supporting public health dental quality assurance and dental practice leadership.

Furthermore, Council virtually held their annual **Awards and Recognition Ceremony** where professional members **Catherine Ranson, Roma Czech, Jilian Eles, Anne-Marie Conaghan, Kim McNamara, Julie Farmer, Ken Alger, Andrea Winters, Frances Keogh, Latif Azzouz, and Betty Le** were presented with recognition awards. Public members **Maria Lee, Grace Leong, Erin Betts, Meghan Leuprecht, and Julius Nathoo** also received an award for their service on the CDHO Council.



Meghan Leuprecht has been reappointed as a Public member of Council for a three-year term.

The **Discipline Committee** heard *CDHO v. Sherry Lynn MacDonald* over the course of September 4, October 5, and October 20, 2020.

The **Inquiries, Complaints and Reports Committee** (ICRC) reported that since the last report to Council, it has received 3 new complaints and 9 Registrar's Reports. In total, the ICRC is currently investigating 47 matters, including 18 formal complaints, 1 QA referral and 27 Registrar's Reports.

The **Registration Committee** reported that since the last report to Council, 130 new applications for registration were received. Of these, two applications required detailed review by the Registrar.

The CDHO Council and the **Examinations Committee** have asked that the CDHO proposed revocation of the **Examinations Regulation** be circulated to registrants and other stakeholders in order to obtain their feedback with regard to the proposed revocation.

JANUARY 22, 2021

At the January 22, 2021 Council meeting, **elections** were held and the CDHO is pleased to announce its **2021 Executive Committee**:

PRESIDENT



CAROLINE
LOTZ

PROFESSIONAL
MEMBER

VICE-PRESIDENT



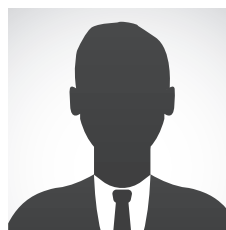
PAULINE
LEROUX

PROFESSIONAL
MEMBER



TERRI
STRAWN

PROFESSIONAL
MEMBER



JOSHUA
HOLLENBERG

PUBLIC
MEMBER



EHIZELE MARTIN
IYAMABO

PUBLIC
MEMBER

The Executive Committee consists of five Council members elected by Council annually. All Council members are eligible for election to the Executive Committee. Three members are registrants of the College and two members are publicly appointed by the Lieutenant Governor of Ontario. **CDHO**

ELECTION RESULTS & NEW COUNCIL APPOINTMENTS

2021 COUNCIL MEETING DATES

Friday, June 11
Friday, September 24
Friday, December 3

VIRTUAL MEETINGS

The CDHO Council meetings are now virtual. They can be viewed on the CDHO YouTube channel.



ANNE-MARIE CONAGHAN
ACADEMIC MEMBER

Anne-Marie Conaghan was re-selected by acclamation in the November 2020 Academic selection to serve a three-year term. Ms. Conaghan has dental hygiene experience in clinical practice and has been a full-time faculty member at Georgian College for 20 years, including the past nine years as a program coordinator. Ms. Conaghan currently sits on the following committees: Inquiries, Complaints and Reports, Discipline, and Fitness to Practise.



JENNIFER COOPER
ACADEMIC MEMBER

Jennifer Cooper was acclaimed following the Academic by-selection in January 2021. Ms. Cooper has dental hygiene experience in clinical practice, and post-secondary education with Fanshawe College where she currently works. She holds a BSc (Human Sciences) from Athabasca University and an MSc (Education) from D'Youville College. Ms. Cooper currently sits on the following committees: Inquiries, Complaints and Reports, Discipline, and Fitness to Practise.



CARLA GRBAC
PROFESSIONAL MEMBER

Carla Grbac, professional member, was elected in district 3 in 2020. Ms. Grbac has dental hygiene experience in general and independent practice. She holds a Bachelor of Science from the University of Western Ontario and a Dental Hygiene Diploma from Fanshawe College. Ms. Grbac currently sits on the following committees: Ownership Linkage, Discipline, and Fitness to Practise.



JACQUELINE WHITE
PROFESSIONAL MEMBER

Jacqueline White, professional member, was elected in district 2 in 2020. Ms. White has dental hygiene experience in private practice. She holds a Dental Hygiene Diploma from George Brown College and practises in Ontario. Ms. White currently sits on the following committees: Patient Relations, Discipline, and Fitness to Practise.



LOREE BENIUK
PUBLIC MEMBER

Loree Beniuk holds a Bachelor of Arts degree from Western University, a Bachelor of Social Work degree from York University along with a Master of Social Work degree and an Advanced Diploma in Social Administration from Wilfrid Laurier University. She is a Registered Social Worker with the Ontario College of Social Workers and Social Service Workers and a member of the Ontario Association of Social Workers. Mrs. Beniuk currently sits on the following committees: Inquiries, Complaints and Reports, Registration, Discipline, and Fitness to Practise.



EHIZELE MARTIN IYAMABO
PUBLIC MEMBER

Ehizele Martin Iyamabo is currently a Director of Business Development for Global Commercial Services at American Express Canada. In addition, he is on the Economic & Empowerment Committee of the BlackNorth Initiative dedicated to removing systemic barriers negatively affecting BIPOC Canadians. He holds a BSc in Economics and Management Studies and an MBA from the University of Benin. Mr. Iyamabo sits on the following committees: Executive, Quality Assurance, Discipline, and Fitness to Practise.



MEGHAN LEUPRECHT
PUBLIC MEMBER

Meghan Stouffer Leuprecht was reappointed as a public member of Council for a three-year term. Ms. Leuprecht is a Personal Counsellor for Queen's University, a casual Social Worker at Kingston Health Sciences Centre, and a former Women's Counsellor for Kingston Community Counselling Centre. She currently sits on the following committees: Inquiries, Complaints and Reports, Patient Relations, Discipline, and Fitness to Practise.

CDHO MULTIMEDIA RESOURCES

Did you know the CDHO has produced a series of **educational multimedia resources** that are available to you and your clients? These resources have been put in place to help dental hygiene clients understand why dental hygienists may be asking particular lifestyle questions (e.g. smoking tobacco or cannabis, vaping), as well as raising awareness on certain health/oral health conditions, such as oral cancer, diabetes, gum disease, COVID-19, etc.

Please visit our website at <http://www.cdho.org/for-the-public/media> for more educational resources available in **print, video or audio**, as well as our YouTube channel at <https://www.youtube.com/channel/UCI8ShV6uguWUtFizxN9qycg>.



2021 INSURANCE AUDIT

KYLE FRASER RDH, BComm, BEd, MEd
Manager, Registration

On March 2, 2021, the College sent notifications to five per cent of eligible registrants requesting that they submit proof of their professional liability insurance by March 15, 2021.

The purpose of the audit is to demonstrate that registrants have complied with the conditions of registration. Having valid insurance that satisfies the College's Bylaws is a requirement of registration for anyone who holds General or Specialty Certificates of Registration.

Failure to comply with this audit will result in the suspension of your Certificate of Registration, a permanent notation on the Public Register, and the publication of your name in *Milestones*. In addition, the Inquiries, Complaints and Reports Committee may investigate you for professional misconduct. A reinstatement fee of \$500 applies to all suspended certificates. If you are unsure whether your insurance meets the requirements set out in the Bylaws, please feel free to contact the Registration department.

INSURANCE REQUIREMENTS:

CDHO Bylaw No. 5, Article 7.3, states that any registrant of the College (excluding Inactive registrants) must carry professional liability insurance with the following characteristics:

- (a) Minimum of no less than \$1,000,000 per occurrence;
- (b) Annual aggregate coverage of no less than \$5,000,000;
- (c) A deductible of no more than \$4,000 per occurrence;
- (d) Run-off coverage (sometimes called enduring or tail coverage) for a minimum of two years;
- (e) Provided by an insurer licensed with the Financial Services Commission of Ontario or the office of the Superintendent of Financial Institutions Canada;
- (f) A sexual abuse therapy and counselling fund endorsement that,
 - (i) provides coverage for therapy and counselling for every person eligible for funding under section 85.7 (4) of the Code; and
 - (ii) provides coverage, in respect of each such eligible person, for the maximum amount of funding that may be provided for the person under the Act, for therapy and counselling as a result of sexual abuse by the Registrant. **CDHO**

QUALITY ASSURANCE MATTERS

TERRI-LYNN MACARTNEY BA (HONS)
Manager, Quality Assurance Program

On January 29, 2021, notifications were sent by email to over 2,500 registered dental hygienists requesting the submission of their 2019, 2020, and 2021 Quality Assurance (QA) records by January 31, 2022. This includes registrants whose registration number ends in either “4” or “9” (i.e., *****4, or *****9) with the exception of recent registrants. Those registered on or after July 1, 2019, were not included in the selection group.

Registrants who are selected to submit their records in 2022 will notice that the dashboard in their SMILE Portal indicates that they have an audit year of 2022 and that their QA Records are due by January 31, 2022.

As a reminder, any registrants who were previously selected to participate in an audit as a result of not completing the mandatory annual Self-Assessment, are not exempted from the selection when their registration number comes up.

Select Year To

View:

2021 ▾

Audit Year: 2022

**Status : IN
PROGRESS**

QA Records Due:
Jan. 31, 2022

UPDATES TO THE GUIDELINES FOR CONTINUING COMPETENCY

The Quality Assurance Committee recently approved an update to the *Guidelines for Continuing Competency*. The approved changes are minor text edits only and should help to provide clarification for setting goals and choosing suitable learning activities. The overall requirements and expectations of the Quality Assurance Program have not been changed at all.

Some of the updated sections from the *Guidelines for Continuing Competency* are highlighted below. You can access the full document, along with other important QA resources, in the “MY CDHO” section of the CDHO website or from the “Resources” section at the bottom of the dashboard in your SMILE Portal.

CLARIFICATION ABOUT LARGE LEARNING GOALS

A suitable goal should be completed within one calendar year. A large goal that would otherwise take more than one year to complete can be divided into yearly achievable milestones. It is acceptable to have goals on related topics from year to year, as long as there is new learning occurring in subsequent years (see page 3).

CLARIFICATION ABOUT COURSE PROVIDERS

Not every course or learning resource offered by an association or continuing education provider is suitable for use in your Learning Portfolio. If in doubt, always check with CDHO to confirm whether an activity is suitable (page 4).

CLARIFICATION ABOUT UNACCEPTABLE LEARNING ACTIVITIES

The following activities are **never** suitable to use in the Learning Portfolio (page 5):

- Attending business meetings
- Giving a speech at a luncheon or banquet
- Giving speeches or presentations to community, school or church groups
- CPR or first aid certification or recertification
- Attending a “lunch and learn” or other product demonstrations
- Self-study from non-professional magazines, books or journals
- Discussions with product sales representatives, employers, and colleagues, including staff meetings, informal study groups, etc.
- Activities related to ergonomics or personal health and wellness, such as taking Yoga, fitness and/or stress reduction classes, or courses about posture for the dental hygienist
- Reading books related to personal wellness, stress reduction or weight loss
- Activities related to increasing profit or productivity, including those related to operating a business, starting a business or opening a practice, marketing, employment or legal matters
- Activities unrelated to or with no connection to dental hygiene.

COMMUNICATIONS BY EMAIL AND SHARED DOCUMENTS IN SELF-SERVICE

Over the last year, the QA department has moved to sending all communications by email and posting important correspondence into the Shared Documents folder in registrants' Self-Service accounts. As registrants who submitted their QA records in 2020 will already know, the move to electronic communications was needed because CDHO staff were working remotely and there was no other way to send out the significant volume of mail we normally go through. Although the change was necessary to work around barriers posed by the pandemic, it has had the added benefits of cutting costs and reducing the amount of paper we use. It has also allowed us to get important correspondence out to registrants more quickly since we no longer have to rely on mail times.

We will continue to communicate with registrants electronically moving forward. The QA audit selection notice was already being sent exclusively by email for the last several years, but in 2020, we also started sending out the new registrant welcome letters by email. Important documents like individual assessment results and notice of QA Committee decisions are being uploaded to a registrant's Self-Service account. Registrants are then notified by email to log in online to access these documents.

If you have not already done so, it is important that you ensure that any emails coming from CDHO are sent to your email inbox by adding us to your list of safe senders. You should also check to make sure we have a current, private email address for you on file by checking the "Address Information" section in your Self-Service account. In the event that an email does not get to you, it is good practice to regularly check the "Shared Documents" folder in your Self-Service account when you know you are waiting on correspondence from us, such as your assessment results or a QA Committee decision.

QUALITY ASSURANCE DEPARTMENT CONTACTS

We're here to help! You can reach anyone in the QA department by pressing "3" when you call the CDHO office, or by emailing qualityassurance@cdho.org. Alternatively, you can reach the following staff directly:

DANA-MARIE GONZALES

Coordinator, Quality Assurance Program
Ext. 229

SARA YAGAMBRUM

Coordinator, Quality Assurance Program
Ext. 246

TERRI-LYNN MACARTNEY

Manager, Quality Assurance Program
Ext. 241

RDH EXPERTISE FOR RDHs



MARY GOW
RDH, BHA, MAEd
Ext. 238
mgow@cdho.org

CDHO practice advisors provide confidential consultations to dental hygienists who seek assistance with issues that directly or indirectly affect the delivery of safe, competent, ethical dental hygiene care.

You can reach a CDHO practice advisor by phone at **416-961-6234** or **1-800-268-2346**, or by email at advice@cdho.org.

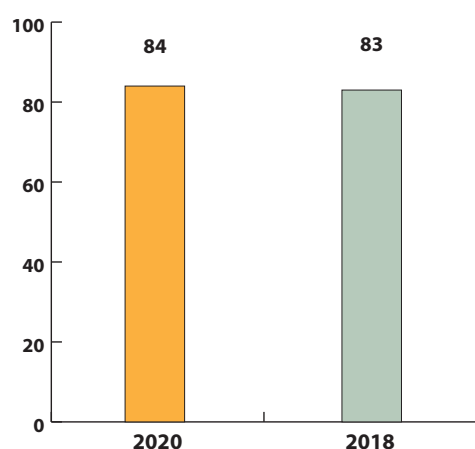
WHAT CLIENTS ARE TELLING US ABOUT THEIR DENTAL HYGIENISTS

Back in 2018, the College surveyed Ontarians to gain some insight into their experiences with dental hygienists. In late 2020, the College worked with Malatest to conduct a comparative study with the results from 2018. Please note that the methodologies used in the studies differ in two ways:

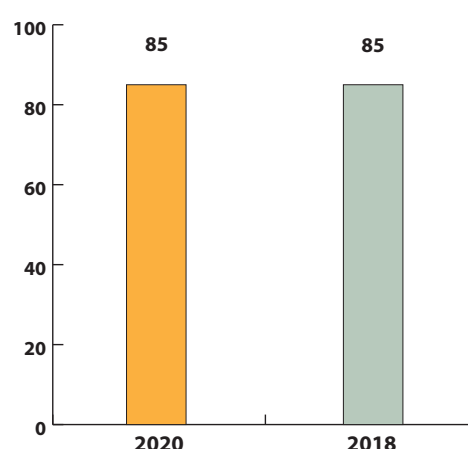
- The 2020 study has a total sample of 1,577 individuals compared to 3,484 individuals on the previous study.
- The 2020 study used a random proportionate sampling method, whereas the 2018 study used disproportionate sampling.

What follows exhibits a comparison of several responses from both studies. The first set of graphs demonstrate the **percentage (%) of Strongly Agree / Somewhat Agree responses**. Overall, dental hygiene clients responded similarly to the 2018 survey when asked to report on their satisfaction with the practice standards and service received from dental hygienists. However, when asked about attitudes and behaviours of hygienists, some statements regarding quality of care have lower levels of agreement compared to 2018.

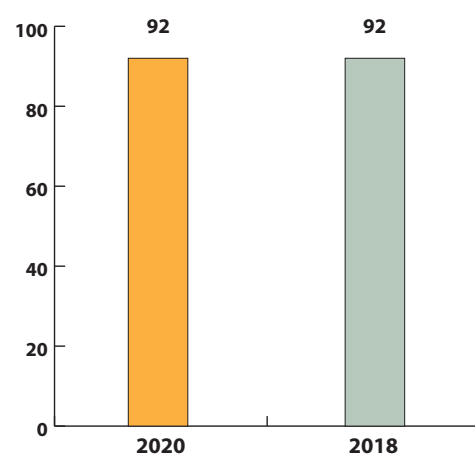
1. Your dental hygienist explained your oral health thoroughly:



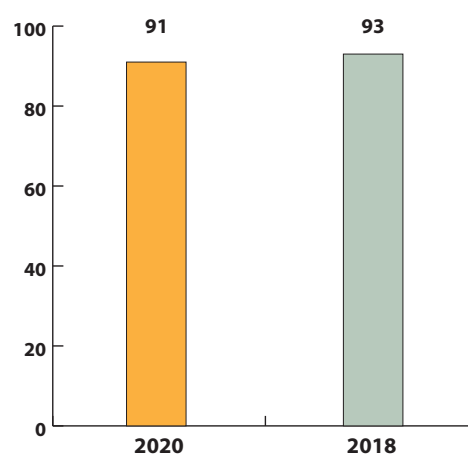
2. Your dental hygienist explained when follow-up care was required:



3. My dental hygienist spends enough time with me:

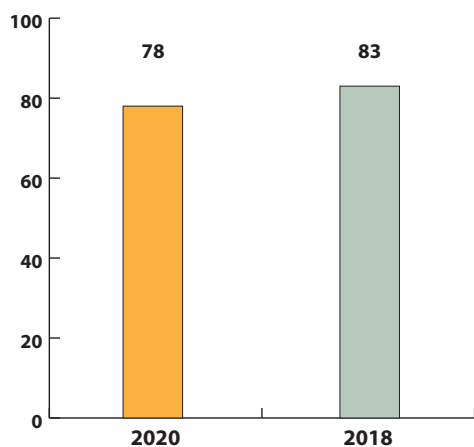


4. My dental hygienist examines me appropriately to assess my oral health:

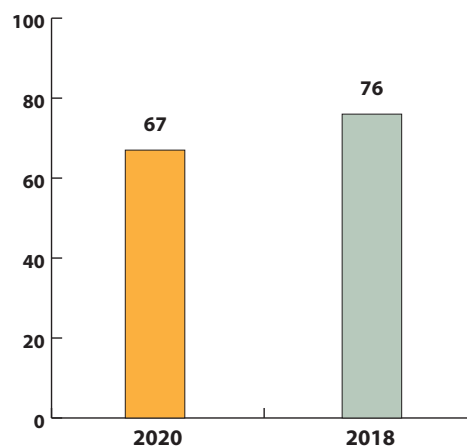




5. My dental hygienist evaluates and discusses the outcomes of my dental hygiene appointments:



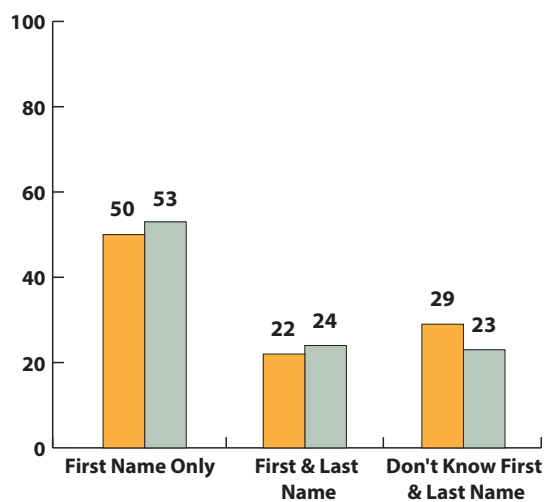
6. My dental hygienist talks with me about treatment plans:



KNOWLEDGE OF DENTAL HYGIENIST

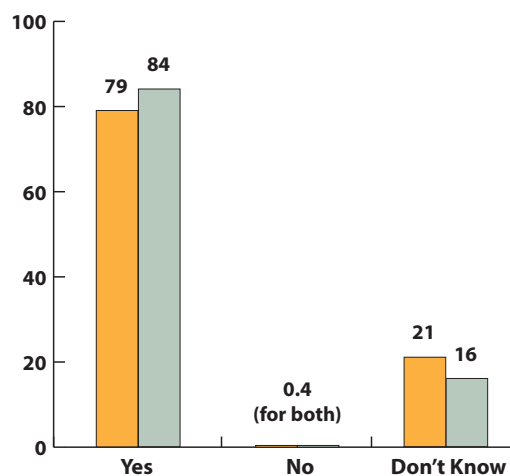
7. I know my dental hygienist's:

2020 2018



8. Is your dental hygienist registered to practise?

2020 2018



Additional highlights from the study will be discussed in the next issue of *Milestones*. **CDHO**



WHY "OFF-DUTY" DOES NOT ALWAYS MEAN "OFF LIMITS"

ERIC BRUCE JD, BCL (Oxon.)
Director, Professional Conduct

WHAT DO THE FOLLOWING REGISTERED DENTAL HYGIENISTS HAVE IN COMMON?

- "A" becomes extremely intoxicated at a friend's bachelor party in the city. In the wee hours of the morning, "A" is seen staggering in the streets, yelling vulgar phrases at a female passerby, and urinating on a public war memorial. A witness posts a cellphone video of "A" online that later goes viral, sparking much media attention and public condemnation.
- "B" is convicted of an offence under the *Income Tax Act* for having failed to file tax returns during the previous five years and for submitting forged documents to the Canada Revenue Agency during a subsequent investigation. The court imposes a \$10,000 fine and a one-month prison sentence.
- "C" is contacted by her local public health office to advise her that she may have been exposed to tuberculosis during a recent patient encounter. The public health office instructs her to self-isolate until she is able to attend a medical screening and lab testing. "C" ignores these instructions and goes to a restaurant for dinner with her extended family that evening.
- "D" is an active social media user and enjoys making controversial comments on social media posts to generate a reaction from other users. She regularly engages in prolonged public arguments online with other users that can become increasingly acrimonious. At times, "D" resorts to racist and homophobic language to insult and taunt the other parties.

ANSWER: In all of these cases, the registrants have engaged in conduct outside of their practice of dental hygiene that could nonetheless result in an investigation and potential disciplinary action by the College.

OFF-DUTY CONDUCT AND PROFESSIONAL MISCONDUCT

It is important for registrants to remember that the jurisdiction of the College to investigate and discipline registrants covers activities outside of the clinic and outside of the practice of the profession. Registered dental hygienists are entitled to have a private life free from scrutiny by the College, and it is certainly not the College's intention to police all off-duty conduct by registrants. At the same time, when a registrant's actions in their private life have an impact on their suitability to practise or on the integrity of the profession as a whole, the College's role in regulating the profession in the public interest is engaged.

The professional misconduct regulations under the *Dental Hygiene Act* include two provisions that specifically address off-duty conduct. These provisions make it an act of professional misconduct for a registrant to do either of the following:

1. Break a federal, provincial, or municipal law where
 - the purpose of the law is to protect public health, or
 - the breach of the law is relevant to the registrant's suitability to practise.
2. Engage in conduct unbecoming a dental hygienist.

BREAKING THE LAW

Breaking the law can happen in many ways, some serious and some less so. There is a big difference between being ticketed for speeding and being charged with first-degree murder. Accordingly, while registrants are required to report charges and convictions for all offences to the College, this does not mean that every charge or conviction will constitute professional misconduct or result in an investigation by the College.

In the example above, "B" was convicted of an offence under a federal law (the *Income Tax Act*) and received a significant penalty. Given that "B's" conduct related to dishonesty and providing forged information to a regulatory agency, his breach of this law is relevant to his suitability to practise as a regulated health professional. Actions that call into question the honesty and integrity of a registrant, such as fraud or forgery, are relevant to whether they can comply with the high standards of professionalism that apply to them.

Similarly, "C" has breached provincial laws related to the protection of public health, which can also constitute professional misconduct. Her ability to follow rules related to the protection of health are clearly relevant to her status as a health care provider responsible for the health and safety of her clients.

The actions of both "B" and "C" also involved failing to cooperate with a regulatory authority, whether the Canada Revenue Agency or the local public health office. Actions that demonstrate an unwillingness to cooperate with a regulator are relevant to a registrant's suitability, because they must be governed by the College and adhere to the rules it establishes.


CONDUCT UNBECOMING

The second type of off-duty behaviour that can be professional misconduct is known as "conduct unbecoming". Conduct unbecoming a dental hygienist is behaviour that would reasonably be seen as undermining public confidence in the integrity and professionalism of the registrant or the profession as a whole, or that may affect public safety. Importantly, not every inappropriate or ill-advised course of action is considered conduct unbecoming a registrant – but the closer the connection between the conduct and the registrant's professional life, the more likely it is to be considered as such.

In "A's" case, his vulgar language towards women and his desecration of a war memorial, while problematic in themselves, could also have a serious negative impact on his relationship with his clients and on the integrity and reputation of the profession as a whole. The fact that his intoxicated behaviour was captured on camera and received significant public attention only increases his infamy and the potential for negative repercussions to his and the profession's reputation. In these circumstances, even though the nexus between his personal behaviour and his professional life is not strong, it could still constitute conduct unbecoming a dental hygienist.

Similarly, in "D's" case, the use of racist and homophobic language is contrary to the ethical standards of the profession and could seriously undermine her ability to maintain effective treatment relationships with clients from an ethnically and sexually diverse population. By engaging in offensive and discriminatory behaviour, "D" tarnishes the profession and her own professional integrity. The fact that this behaviour was part of a pattern of conduct on a public forum further supports a conclusion that it could be conduct unbecoming a dental hygienist.

CONCLUSION

Registrants should understand that their professional obligations cannot be checked at the door at the end of the working day. The College has the authority to examine off-duty conduct that involves contravening laws or that calls the integrity of the profession or the professional into question. This is not an authority the College wields without restraint, but one it exercises fairly and in the interests of the public it serves to protect. 



ERIC BRUCE JD, BCL (Oxon.)

MEET OUR NEW DIRECTOR OF PROFESSIONAL CONDUCT

Eric Bruce joined the College in October 2020 as the Director of Professional Conduct. Eric obtained his undergraduate and law degrees from the University of Toronto, and completed his master's degree in law at Balliol College, University of Oxford. Eric has worked in health professional regulation for more than a decade, including in the investigations and hearings departments of the Ontario College of Pharmacists and the Royal College of Dental Surgeons of Ontario, and as a Senior Policy Analyst at the Ministry of Health. Eric also served as the Director of Regulatory Compliance for a national chain of dental clinics. Most recently, Eric worked as the Director of Professional Conduct for the College of Kinesiologists of Ontario. In his spare time, Eric volunteers with the Conference Planning Committee of the Society of Adjudicators and Regulators of Ontario and serves as a member of the Discipline Committee of the Association of Professional Engineers of Ontario. **CDHO**

COVID-19 UPDATE

As the second wave of COVID-19 continues in Canada, the College wants dental hygienists to know that it is continuing to closely monitor the COVID-19 pandemic situation and will provide updates to dental hygienists as they become available. Please continue to check your emails and the CDHO Newsfeed on our website for updates.

In the meantime, dental hygienists are to continue following the COVID-19 pandemic protocols that are in place. The CDHO COVID-19 guidelines published on the CDHO website are current and in effect (at the time of publishing of this message). The *COVID-19 Guidance on Returning to Dental Hygiene Practice* guideline can help guide your treatment decisions during the pandemic. Within this guideline, you can find links to many resources, including the *CDHO Guidance on the Extended Use of N95 Respirators/Masks During a Supply Shortage*, *CDHO Guidance on the Use of Isolation Gowns*, and *COVID-19 in Dental Care Settings* for fallow time considerations from Public Health Ontario. To access these documents and all other COVID-19-related documents and updates, please visit the following link: <https://www.cdho.org/my-cdho/practice-advice/covid-19>.

If you have any practice-related questions, please contact the CDHO practice advisors.

CAROLLE LEPAGE

Ext. 226 – clepage@cdho.org

MARY GOW

Ext. 238 – mgow@cdho.org

WHO DOES WHAT

REGULATORY COLLEGE AND PROFESSIONAL ASSOCIATION

ROBERT FARINACCIA RDH, BSc
Case Manager, Complaints and Investigations

During the COVID-19 pandemic, the College has never been busier with inquiries from dental hygienists looking for answers to important questions that may impact their ability to work, work conditions, and financial situation. Most of the time, we are able to provide an answer, and if not, we usually provide one after we have done some research. However, there are times when we simply do not have an answer because the inquiry does not fall under the mandate, mission, and/or role of the College of Dental Hygienists of Ontario (CDHO), and it would be better directed to one of the dental hygiene professional associations. So then, how does one know whom to contact for help? The answer to this question can be found by exploring the different roles of a College and a professional association.

ROLES OF A COLLEGE

Although the term College, at first impression, may lead someone to believe that there is an affiliation with an educational establishment, that is not the case. The term College in this context, often referred to as “Licensing Board”, is a health profession or group of health professions established or continued under a health profession Act. Simply put, under the *Regulated Health Professions Act, 1991*, and the *Dental Hygiene Act, 1991*, the CDHO has the duty to regulate dental hygienists and the practice of dental hygiene in Ontario. The goal of the



College is to serve and protect the public interest by protecting a client's right to safe, competent and ethical dental hygiene care. As such, the College is charged with setting regulations, standards of practice, and guidelines.

The CDHO and the 25 other health regulated colleges each have councils that govern over 350,000 health professionals in Ontario.¹ The CDHO Council is made up of members that fall into two categories: professional members and public members. Professional members are registered dental hygienists who are elected by their peers for a three-year term. These professional members are elected in their respective districts to represent the public of Ontario. Once elected, they do not represent the dental hygienists in that district; rather, they represent the interest of the public of Ontario as a whole. The public members are appointed by the Lieutenant Governor in Council. Public members are appointed to ensure the public perspective is foremost in Council discussions and Committee decisions.

The College's first priority is to the public of Ontario. The College offers a professional practice advisory service to help guide its registrants in protecting the public. The practice advisors at the CDHO can provide consultation on various issues and dental hygienists are welcome to contact the College regarding

- clinical and ethical questions which involve client care;
- regulations, standards of practice, and guidelines; and
- dental hygiene scope of practice.

PLEASE NOTE: Only the CDHO is authorized to advise on matters related to regulations, standards of practice, guidelines and the dental hygiene scope of practice.

ROLES OF A PROFESSIONAL ASSOCIATION

A professional association is usually a non-profit organization whose primary role is to further a particular profession and look after the interests of the individuals engaged in that profession. In simple terms, a professional association is the collective voice for the members of a specific profession and as such, will engage in discussions on behalf of its members to different organizations. The primary role of an association is to look after the interests of its members, which can include lobbying government to make policy decisions that benefit dental hygienists, the public, or the dental hygiene profession in general. Associations are usually governed by a board of directors that is made up of professionals. There are two primary dental hygiene associations that cater to Ontario dental hygienists: the Canadian Dental Hygienists Association (CDHA) and the Ontario Dental Hygienists' Association (ODHA). The CDHA exists so that its members are able to provide quality preventive and therapeutic oral health care, as well as health promotion for all members of the Canadian public.² The ODHA is the professional association that represents the interests and needs of dental hygienists in Ontario. Its mission is to advance dental hygiene practice and primary health care promotion in the interests of the profession and the public.³

The professional associations usually provide services, support and opportunities to benefit their members. Some examples of the services an association may provide are professional practice liability insurance, membership surveys, professional development opportunities, employment opportunities, discount programs, setting suggested fees and codes for dental hygiene services, and more recently, support on issues of employment related to COVID-19 and Government of Canada programs that may be applicable to dental hygienists during the pandemic.

Both colleges and professional associations play vital and distinct roles in a health profession's governance and development, and constant communication and dialogue between the two ensure that the public's and the profession's voices are heard and addressed. **CDHO**

REFERENCES

- 1 <https://www.regulatedhealthprofessions.on.ca/>
- 2 Mission statement of the CDHA. www.cdha.ca
- 3 Mission statement of the ODHA. www.odha.on.ca

DISCIPLINE DECISIONS

To read the full case decisions or for more information on upcoming hearings, please visit our website at www.cdho.org. Discipline hearings are open to the public.

MS. KUSHMA TARA BOODOO-CUTBUSH

On December 7, 2020, a panel of the Discipline Committee of the College of Dental Hygienists of Ontario held a public hearing to decide whether Ms. Kushma Tara Boodoo-Cutbush had engaged in professional misconduct. The College alleged that Ms. Boodoo-Cutbush had provided inaccurate information to a College investigator during an investigation into whether she had treated her ex-spouse, and that this constituted the following acts of professional misconduct:

1. Contravening or failing to maintain a standard of practice of the profession
2. Acting in a professional capacity while in a conflict of interest
3. Failing to take reasonable steps to ensure that information provided to the College is accurate
4. Failing to cooperate with an investigator
5. Engaging in conduct that would be regarded by members of the profession as disgraceful, dishonourable, or unprofessional.

Ms. Boodoo-Cutbush admitted the conduct through an agreed statement of facts. The panel found that Ms. Boodoo-Cutbush had engaged in professional misconduct as set out above and issued a penalty order as follows.

Ms. Boodoo-Cutbush was required to appear before the panel immediately following the hearing to be reprimanded, with a notation and summary of the reprimand to appear on the College's Public Register. The Registrar was directed to suspend Ms. Boodoo-Cutbush's Certificate of Registration for a period of three (3) months commencing on the date order. The Registrar was also directed to impose terms, conditions, and limitations on Ms. Boodoo-Cutbush's Certificate of Registration requiring that Ms. Boodoo-Cutbush successfully complete, at her own expense, an individualized course in professional ethics approved by the Registrar within six (6) months of the order.

Ms. Boodoo-Cutbush is required to pay costs to the College of \$3,000 within ten (10) months of the order. 





PRACTICE ADVICE

ORTHODONTIC PROCEDURES

CAROLLE LEPAGE RDH, BEd
MARY GOW RDH, BHA, MAEd

Adapted from the 2012 Milestone's article titled "Orthodontic Procedures" by Robert Farinaccia.

With new technology and knowledge continuously evolving in the field of orthodontics, we wanted to provide some guidance to dental hygienists who are already providing or are thinking of providing orthodontic services.

The College of Dental Hygienists of Ontario (CDHO) receives many inquiries from dental hygienists regarding what is within the dental hygienist's scope of practice relating to orthodontic procedures. In this article, we will address a few of the most recurring inquiries in order to provide some guidance to dental hygienists. When a dental hygienist is in doubt as to whether an orthodontic procedure falls within their scope of practice, they are always welcome to call the CDHO practice advisors for clarification.

The *Dental Hygiene Act, 1991* (DHA) lists orthodontic procedures as an authorized act that permits dental hygienists to be involved in performing orthodontic procedures.

According to Sections 4 and 5 of the DHA:

Authorized acts

4. In the course of engaging in the practice of dental hygiene, a member is authorized, subject to the terms, conditions and limitations imposed on his or her certificate of registration, to perform the following:
 1. Scaling teeth and root planing including curetting surrounding tissue.
 2. **Orthodontic** and restorative procedures.
 3. Prescribing, dispensing, compounding or selling a drug designated in the regulations. 1991, c. 22, s. 4; 2009, c. 26, s. 4 (1).

Additional requirements for authorized acts:

Same

- (2) **A member shall not perform a procedure under the authority of paragraph 2 (2. Orthodontic and restorative procedures) of section 4 unless the procedure is ordered by a member of the Royal College of Dental Surgeons of Ontario.** 2007, c. 10, Sched. B, s. 4 (1).

What does the preceding legislation mean? What is required for a dental hygienist to perform an orthodontic procedure?

The legislation means that in order to perform an orthodontic procedure, a **client-specific order** from a member of the Royal College of Dental Surgeons of Ontario (RCDSO) is required. The CDHO considers the dentist's orthodontic treatment plan as evidence of the client-specific order when dealing with orthodontic procedures.

Can a dental hygienist provide orthodontic procedures if the dentist is not in the office?

YES. Supervision is not a requirement for dental hygienists under the legislation. A dental hygienist can provide orthodontic procedures if the dentist is not in the office. However, to perform any orthodontic procedure requires obtaining a client-specific order that describes the procedure to provide. It is **up to the discretion of the dentist** to determine the level of supervision that the orthodontic procedure requires.

Can a dental hygienist repair/replace a broken wire or re-cement a fixed appliance (space maintainer, palatal expander) when the dentist is not in the office?

YES: If documentation is indicated in the treatment plan to repair or replace any broken wires/appliances, this would be considered a client-specific order, therefore, the dental hygienist can proceed with the procedures.

NO: If no documentation is indicated in the treatment plan to repair or replace any broken wires/appliance, then legally the dental hygienist is not permitted to do so. If the orthodontic procedure is not in the treatment plan, a client-specific order must be obtained from the dentist before the treatment is provided. This client-specific order must then be documented in the client's health record.

NOTE: It may be wise to ask the dentist to include a notation for repairing/replacing broken wires in the initial treatment plan, so that if the above situation ever arises, a client-specific order was already obtained.

Can a dental hygienist take impressions?

YES. Dental hygienists can take any impression as long as they have the competence, knowledge and skill to perform the procedure, as taking impressions is not a controlled act.

Can a dental hygienist fabricate and dispense an orthodontic appliance?

NO. In the *Regulated Health Professions Act, 1991* (RHPA), the fitting or dispensing of a dental prosthesis, orthodontic or periodontal appliance or a device used inside the mouth to protect teeth from abnormal functioning is listed as a controlled act #11.

This controlled act is not in the scope of practice for dental hygienists as there are implications for the occlusion and the temporomandibular joint. However, **there is an exception in the RHPA**, which states that dental hygienists who practise with a dentist may be involved in the fitting and dispensing of a bruxism appliance in conjunction with the dentist. Thus, an RDH can perform this function as long as they meet the criteria **(a)** and **(b)** in the RHPA exception to the controlled act #11 (see below). Additionally, it is up to the dentist to determine the level of supervision and the dental hygienist must be confident and competent to perform the procedure. Ultimately, it would be wise to let the dentist have the final look before the client is dismissed.

RHPA exception to the controlled act #11

32(1) No person shall design, construct, repair or alter a dental prosthetic, restorative or orthodontic device unless,

- (a) the technical aspects of the design, construction, repair or alteration are supervised by a member of the College of Dental Technologists of Ontario or the Royal College of Dental Surgeons of Ontario; or
- (b) the person is a member of a College mentioned in clause (a).

Can a dental hygienist perform interproximal reduction? Can they use a finishing strip?

NO. A dental hygienist is **not** permitted to perform interproximal reduction under any circumstances since this involves the removal of tooth structure. Using finishing strips would also involve removing tooth structure, even at a microscopic level, and therefore, is **not** permitted.

Can a dental hygienist use a high-speed hand piece to remove orthodontic cement?

YES. As long as a dental hygienist is competent in using the instrument and is careful not to remove the tooth structure, a dental hygienist may choose to use a high-speed hand piece to remove orthodontic cement.

Can a dental hygienist place the resin attachments involved with clear aligners treatment (Invisalign), on the surfaces of the teeth required?

YES. As long as the dental hygienist is competent, the placement of composite resins for orthodontic attachment purposes is permitted. Dental hygienists can provide clear aligners, such as Invisalign treatment **if they have a client-specific order from a member of the RCDSO.**

Can a dental hygienist take the client's orthodontic records (impression, X-rays, scan and photos) if the dentist is not in the office?

YES. As long as a dentist previously examined the client and the treatment is documented as part of the treatment plan, the dental hygienist can perform these procedures.

As a self-initiating dental hygienist, do I still need a client-specific order to perform orthodontic procedures?

YES. The authorization to self-initiate the controlled act of scaling and root planing does not change the fact that a dental hygienist is **required to have a client-specific order from a member of the RCDSO** to perform any orthodontic procedure.

Can a dental hygienist perform orthodontic procedures under a standing order?

NO. Standing orders for orthodontic procedures are not acceptable, as they do not meet the authorization required in the legislation. Therefore, dental hygienists can only provide orthodontic procedures with a **client-specific order.**

Can I use the title Orthodontic Dental Hygienist?

NO. All dental hygienists registered with the College of Dental Hygienists of Ontario can use the title RDH, which identifies them as a Registered Dental Hygienist. The College has only one recognized Specialty category of registration. Registrants who hold a Specialty Certificate of Registration can use the title RRDH. This title identifies them as Registered Restorative Dental Hygienists and reflects their expanded scope of practice. **There is no title/specialty designated for dental hygienists performing orthodontic procedures.** Using inappropriate titles such as *Orthodontic Dental Hygienist* or *Dental Hygienist Specializing in Orthodontics* can confuse the public and can be considered Professional Misconduct.

Does a dental hygienist require a Specialty Certificate in orthodontics to perform orthodontic procedures?

NO. There is no Specialty Certificate required for performing orthodontic procedures. However, in the interest of your clients, it may be prudent to take an **orthodontic course** if you are considering performing orthodontic procedures. The expectation of the CDHO is that dental hygienists who perform orthodontic procedures are competent by having the skills and knowledge to perform the procedures and have a client-specific order from a member of the RCDSO before performing the procedure. **CDHO**

THE CDHO KNOWLEDGE NETWORK



Make point-of-care decisions easier, faster and more accurate. Find the clinical information you need at **www.cdho.org**.

PROGRAMS AND EXAMS

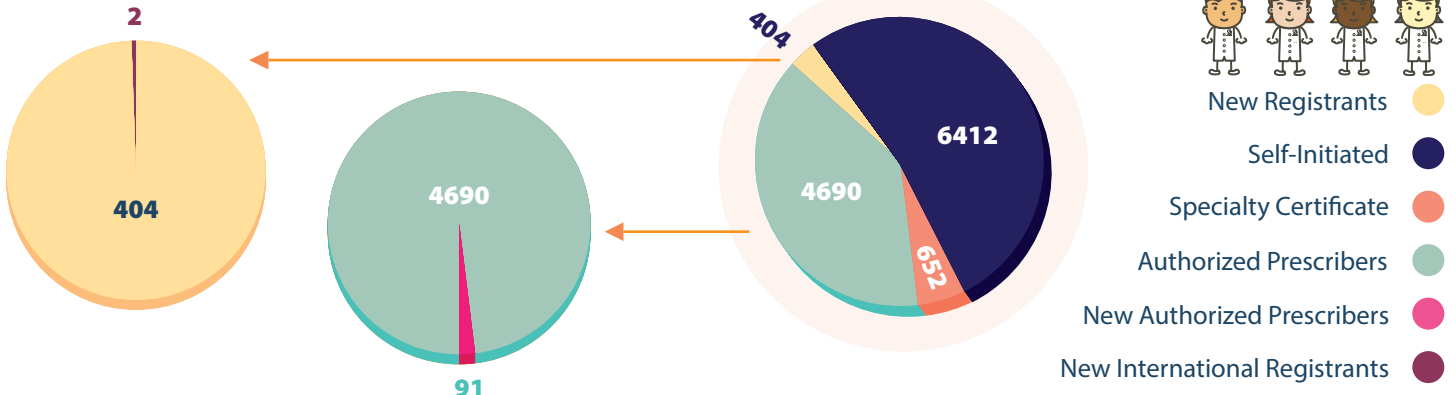
- 75** mentors
- 17** mentorship programs completed
- 91** passed the drug exam
- 422** completed the Jurisprudence Education Module + Exam.

CDHO ACHIEVEMENTS AT A GLANCE

20 20

REGISTRATION

14 337 TOTAL REGISTRANTS



QUALITY ASSURANCE

2476 selected to participate in the QA Program

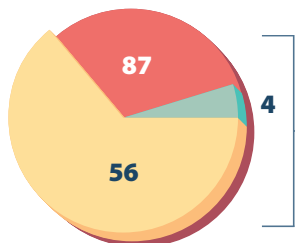
95%

met the program assessment guidelines

83 on-site practice assessments performed

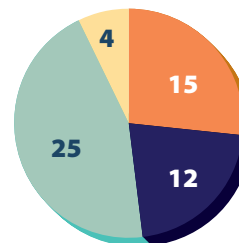
COMPLAINTS & REPORTS

- Total Matters Reviewed (Red)
- Matters Resolved (Yellow)
- Appealed to HPARB (Teal)



DISCIPLINE

- 07** discipline cases concluded
- 02** resulted in findings of professional misconduct



- Referral to Discipline (Yellow)
- SCERP/Oral Caution/Undertaking (Orange)
- Guidance/Recommendations (Dark Blue)
- No Further Action (Teal)

SOCIAL MEDIA

FOLLOW US ONLINE

- f** @cdhoohdo
- t** @cdho_ohdo
- in** *Search for College of Dental Hygienists of Ontario
- yt** Hygienists of Ontario

8075 followers across all platforms
195 000 interactions and **1 100 000+** impressions on Facebook posts

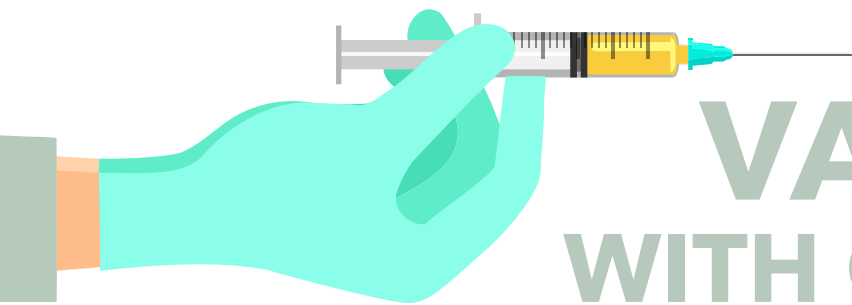
5 new video campaigns for public safety

140 000+ website visits
320 000+ page views

Interactions: clicks, likes & shares
Impressions: number of times a post was viewed.



College of **Dental Hygienists** of Ontario
L'Ordre des **hygiénistes dentaires** de l'Ontario
Protecting your health and your smile / Nous protégeons votre santé et votre sourire



VACCINATE WITH CONFIDENCE

As Ontario rolls out Phase 1 of its three-phased vaccination plan, some dental hygienists have already been able to receive their first vaccine. The College's role in the plan is to ensure that registrants are aware of the approach being implemented by Public Health Units (PHU) for vaccinating residents in their region. As such, the CDHO will track information shared by PHUs, forward specific information directly to registrants if required and regularly update the College website resource **COVID-19 Vaccination for Ontario Dental Hygienists**¹ as PHU plans are made available.

The CDHO is aware that some people may be opposed to, or hesitant to receive the vaccine. We want to encourage registrants to take an informed approach to their personal and professional decision-making, and so, are providing a number of resources to support this.

The website, **19 To Zero**² has been developed by “a dedicated coalition of academics, public health experts, behavioural economists, and creative professionals working to understand, engage with, and ultimately shift public perceptions around COVID-19 behaviours and vaccination.”

It includes resources for **healthcare workers**³ that are aimed at helping professionals to obtain and share reliable information with their clients. We would encourage registrants to review the links related to “getting educated”, “getting vaccinated” and “getting skilled” as part of their thinking about the issue of vaccine willingness for themselves and the people to whom they provide care.

Additional resources that may be useful include:

- **COVID-19 vaccine safety**
<https://covid-19.ontario.ca/covid-19-vaccine-safety>
- **Vaccine Approval Process**
<https://www.canada.ca/en/health-canada/services/drugs-health-products/biologics-radiopharmaceuticals-genetic-therapies/activities/fact-sheets/regulation-vaccines-human-canada.html#2.0>
- **Review of COVID-19 Vaccines**
<https://www.canada.ca/en/health-canada/services/drugs-health-products/covid19-industry/drugs-vaccines-treatments/authorization/applications.html>
- **Vaccine Safety Fact Sheet**
<https://files.ontario.ca/moh-covid-19-vaccines-fact-sheet-en-2021-02-05.pdf>

We would like to acknowledge that the pandemic has placed a considerable strain on front line providers. As regulated health professionals, dental hygienists have an important and ongoing role in working to end this health crisis. We are aware that issues such as delays in access to the vaccine, questions about whether employers can require staff to be vaccinated and concerns about safety of the various types of vaccine continue to be a source of frustration and stress for many Ontarians.

We want to remind registrants that they can rely on the **CDHO Dental Hygiene Standards of Practice**⁴, which direct them to practise safely, ethically and effectively for the promotion of the oral health and well-being of the public, to support them in advocating for the safety of their clients. The principle that guides the hygiene care you provide—that is, that you use current and relevant information to inform care and practice decisions—is an important one to consider in how you approach the issue of vaccine willingness for yourself and your clients.

REFERENCES

- 1 <https://www.cdho.org/my-cdho/practice-advice/covid-19/covid-19-vaccination>
- 2 <https://www.19tozero.ca/>
- 3 <https://www.19tozero.ca/hcw>
- 4 <https://www.cdho.org/docs/default-source/pdfs/standards-of-practice/standardsofpractice.pdf>

NEW REGISTRANTS

OCT. 16, 2020 – FEB. 28, 2021

Abbasian, Noushin	020931
Abdelhamid, Samaa	021123
Abou Ghannam, Olfat	021025
Agibothu Hemanth Kumar, Karthik Kumar	020921
Ahmed, Rabia	020934
Alhabyan, Heba	021119
Al-Juaifari, Tanya	021092
Amin, Dinkal	020908
Andrews, Ashley	020993
Andrews, Tara	021129
Andriessen, Tamara	020911
Antwan, Reem	021106
Arth, Rebecca	021128
Arudchelvan, Yamini	021089
Asadi, Nazila	021044
Aulakh, Kirandeep	020975
Azimi, Mursal	021127
Badesha, Karenjeet	021187
Bahdanovich, Natalia	020994
Baheerathan, Ginthuya	021041
Bajwa, Maryem	020968
Barbosa, Nicole	020920
Barmare, Saba	021104
Barrie, Hannah	020995
Beaudette, Kelsey	020930
Beedie, Shelby	020945
Bennett, Caitlin	021144
Bergamin, Taylor	020971
Bist, Ritu	021157
Boin, Noah	021017
Bolanos-Ramirez, Elizabeth	021002
Bootsma, Rachel	020973
Botelho, Michelle	021070
Brar, Gurarpan	021074
Brar, Jaspreet	021055
Brown, Vanessa	021067
Brown, Vanessa	020985
Bueno, Denise	021050
Byers, Kailee	021078
Byrne, Nina	021171
Camara, Claudia	020965
Campbell, Emma	021052
Canadian, Amber	020961
Castillo, Camille	021043
Chamberland, Ashley	020928
Chau, Tsun-Lai	021093
Chaudry, Saba	021136
Chea, Sopan	021080
Chen, Samuella	020996
Chorzepa, Amberlee	020979
Cirino, Alexia	020991
Clarke, Danielle	020981

Cochrane, Coriane
Colquhoun, Abigail
Cook, Avalon
Cook, Julia
Couch, Miranda
Cox, Krista
Crawford, Kaylee
Dang, Thuy
D'Aversa, Alessandra
Dawood, Gabriel
De Barros, Larissa
DeGasperi, Sara
Dennie, Joanna
Deol, Ramandeep
Desgagné, Anna
Dhaliwal, Harjot
Dhirar, Samiksha
Dieleman, Kaelynn

UPDATES TO THE PUBLIC REGISTER

Dodaro, Madeleine
Domingos, Lauren
Drummond, Kayla
Ducharme, Maurissa-Ginette
Dulall, Dameera
Eldardiry, Hana
Ely, Taylor
Emmanuel, Tyler
Enns, Erin
Eskandarian, Sama
Facette, Danika
Farooqi, Kinza
Feeney, Samantha
Fenner, Rylee
Fisher, Lucy
Fisher, Tatum
Flieger, Ruby
Forsyth, Seryna
Foster, Alyssa
Foster, Monika
Fraser, Jade
Galve, Natasha
Gautam, Richa

021053
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Gayle, Niomi
Gelineault-Blais, Kim
Geremia, Maria
Gernon, Marley
Ghanam, Emma
Gillespie, Rachelle
Gligoric, Brittany
Goraya, Jasmeet
Goyal, Ruchi
Greene, Nicole
Griffin, Shalin
Guerra, Rachel
Guevara, Janedene
Gummer, Michaela
Guo, Cindy
Hahn, Taylor
Hakani, Milena
Hamdan, Sarah
Hammond, Rachel
Hanlon, Tiffanie
Harari, Gabriella
Harmel, Julia
Harris, Emma
Hassan, Wajid
Hill, Carlie
Hines, Linda
Ho, Ashley
Hraiche, Mariam
Huang, Jia Li
Hussein, Hanan
Jagassar, Crystal
James, Samantha
Jang, Jisoo
Jauch, Brittany
Jesseau, Meaghan
Juras, Sidney
Kaur, Simarpreet
Khalid, Nadiya
Kindrachuk, Sarah
Kindrat, Dominika
Klassen, Brittany
Koka, Hajrina
Kovgan, Alexandra
Krajacich, Kerri
Kurowski, Kristen
Lafrance, Victoria
Laporte, Jessica Rae
Lavallée, Marie
Lavictoire, Valérie
Lawrence, Sarah
Le, Bryanna
Lebed, Natalya
LeBrun, Mariève
Leclair, Sylvie
Leclerc, Cydney
Lee, Jiyoun

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Lee, Yoobin	021103	Patel, Prachi	021086	Vigkneswaran, Lojana	021090
Lefebvre, Josée	020999	Patel, Priya	021189	Vos, Avrielle	021065
Levesque, France	020949	Patros, Randa	020907	Vukojevic, Nina	021004
Liska, Solana	021022	Paudel, Sangita	021091	Walsh, Tegan	021158
Little, Sara	020941	Peat, Alexandria	020916	Wang, ShuFeng	021069
Liu, Li	020951	Penaranda Acosta, Lorraine	021147	Waseem, Filza	021094
Liu, Sining	021068	Pillay, Linda	021061	Wemp, Keigan	021141
Logan, Jaclyn	021059	Pirani, Naghma	021024	Whalen-Lamarche, Isabelle	020950
Longboat, Brittney	021142	Pirillo, Nicole	021028	Williams, Michelle	021016
MacIntyre, Jennifer	020954	Potvin-Begin, Sophie	021030	Wilson, Megan	021060
Magdangal, Abigail	021121	Pradhan Karki, Archana	021033	Wong, Eunice	021117
Majandog, Sheila	021149	Primo, Sade	021077	Wong, James	020997
Malley, Felisha	020929	Puccini, Angela	021079	Woudenberg, Alexis	020955
Manley, Julia	021166	Putz, Lucas	021131	Wright, Madelyn	020982
Martins, Tanya	021034	Qasha, Diana	021181	Yaffe, Aleah	021071
McCarthy, Brenna	021084	Qaumi, Rubani	021120	Yang, Sijie	021153
McKay, Rebecca	021160	Ryan, Meg	021042	Ye, Xiao Xia	021101
McLaughlin, Elizabeth	020943	Saba, Tareq	021072	Zacharuk, Jessica	021015
McLean-Tarala, Ashley	021188	Santos, Allison	021148	Zaidi, Maheen	021035
Metellus, Jeminha	020913	Santos, Jessica	021165	Zhou, Yan	020969
Miel Aguila, Claudia	021132	Saour, Nora	021139	Znak, Lara	020983
Mills, Megan	021047	Saraan, Nimratpal	021100	Zubaidi, Mariam	021049
Milne, Tawney	021021	Schwenker, Carly	021099		
Minkhorst, Kiera	021183	Schweyer, Victoria	020936		
Mintsoulis, Thomas	021085	Scott, Andrea	021184		
Mitchell, Kaiden	021110	Sebecic, Hanalei	021032		
Mobin, Humaira	021029	Shamisa, Soummaya	021056		
Moeu, Chann	021073	Shamsian, Shahrzad	020976	Abbott, Brooke	018214
Mohammed, Sarah	021167	Shao, Jing	021107	Agimal, Sandeep	019015
Monden, Leah	020918	Shiaman, Joanne	021001	Archibald, Ana	019583
Montemayor, Klarizze	021108	Shoahassani Lashidani, Masoumeh	021013	Atwy, Nada	012035
Morrin, Georgia	021122	Shojaei, Mahsa	021014	Benjamin, Sunanda	016157
Moss, Nicole	021087	Shukla, Mansi	020978	Britton, Amanda	009417
Mostowiak, Natalia	021140	Siddiqui, Mariyah	021112	Cao, Yi Hui	020898
Mujoo, Tohina	021155	Sidhu, Avneet	021062	Chand Rawal, Uma	019705
Mursal, Samira	021010	Sigurdson, Helen	020959	Deskes, Tina	003657
Nguyen, Grace	021176	Sikander, Sonia	020963	Dominelli, Lory	007185
Nguyen, Thanh	020933	Silva, Briana	020925	Farquhar, Lyette Chantalle	009504
Nigh, Carol	020989	Simpson, Paige	021178	G B Reddy, Suchitha	012947
Noel, Crystal	021083	Slawinski, Tammy	021150	Galbraith, Megan Lynn	008554
Normandeau, Taylor	020953	Smith, Amy	021162	Gallo, Lindsay	015347
Nowakowski, Maya	021011	Smith, Hailey-Ann	021039	Garcia Alfonso, Lilibeth	017157
Ogle, Laura	021164	Smoter, Carolina	020939	Garcia Ramirez, Leonela	019789
Ordyniec, Katherine	021126	Soscia, Selena	021116	Giambra, Marco	019750
Orza, Chelsey	020966	Soucie, Chantel	021133	Gordon, Christine	011162
Ouellette, Erin	020938	Stewart, Madeline	021054	Gorniak, Nicole	020131
Pabon Lara, Erika	021082	Szeto, Nicole	021124	Gunn, Patricia L	007775
Paiva, Kayla	020935	Takatsch, Melissa	021130	Haley, Heather	013025
Palhi, Anuradha	021097	Tenorio, Eileen	021175	Hamid, Anika	015647
Pandya, Manan	021038	Tersigni, Marina	020958	Huynh, Hang Thuy	011977
Pantea, Sara	021031	Tran, Stephanie	021018	Ige, Oderonke	019135
Parent, Sarah	020957	Tran, Thuc	020964	Jacob, Tawnya Florence	017405
Park, Junhee	021159	Tremblay, Sophie	020940	Jamaly, Fatema	019710
Parry, Pascal	021058	Tsang, Eilleen	021081	Kalepalli Shamanna, Kavitha	020473
Parsons, Leanne	021023	Udall, Justine	020970	Koacher, Sumeet	011649
Patel, Hardik	021174	Vautier, Hilary	020922	Lazare, Susan Veronica	011285
Patel, Krupali	021088	Verbiwski, Breanne	020909	Maslac, Natalija	014744

AUTHORIZED PRESCRIBERS LIST OCT. 16, 2020 – FEB. 28, 2021

Abbott, Brooke	018214
Agimal, Sandeep	019015
Archibald, Ana	019583
Atwy, Nada	012035
Benjamin, Sunanda	016157
Britton, Amanda	009417
Cao, Yi Hui	020898
Chand Rawal, Uma	019705
Deskes, Tina	003657
Dominelli, Lory	007185
Farquhar, Lyette Chantalle	009504
G B Reddy, Suchitha	012947
Galbraith, Megan Lynn	008554
Gallo, Lindsay	015347
Garcia Alfonso, Lilibeth	017157
Garcia Ramirez, Leonela	019789
Giambra, Marco	019750
Gordon, Christine	011162
Gorniak, Nicole	020131
Gunn, Patricia L	007775
Haley, Heather	013025
Hamid, Anika	015647
Huynh, Hang Thuy	011977
Ige, Oderonke	019135
Jacob, Tawnya Florence	017405
Jamaly, Fatema	019710
Kalepalli Shamanna, Kavitha	020473
Koacher, Sumeet	011649
Lazare, Susan Veronica	011285
Maslac, Natalija	014744

McClelland, Cheryl Ann	005905
McEachern, Jennifer Grace	007095
Moulis, Thomas May	006139
Nguyen, Lan Anh	015025
Penvidic, Sarah	006125
Semenova, Elena	012415
Shahid, Khema Devi Singh	016515
Singh, Akwinder Kaur	013644
Singh, Harmanjot	019236
Singh, Rachel	016605
Stumpo, Sara	009227
Topalovich, Ashley	018165
Tzioumis, Maria	010865
Van Damme, Amanda Jeanette	012147
Wolframe, Heather	016697

AUTHORIZED FOR SELF-INITIATION

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Adams, Yolonda Marie	017229
Ahmad, Geta	020164
Anderson, Jennifer	018248
Andrews, Sara	020902
Andreyeva, Lyudmyla	013393
Azish, Baharak	012185
Azizova, Zukhra	019985
Beitelmal, Suhila	014886
Bhairi, Tricia	016099
Bhujel Simkhada, Anjel	018181
Birkett, Karrie	020802
Bolton, Leasa	007422
Bondi Moffat, Judith	016235
Brooks, Jenna	017072
Budwal, Mohineel	017234
Bundoc, Mischell	019363
Cajuguiran, Cherrielyn	019183
Canape, Jovie Ann	018908
Chang, Wen-Hsuan	007748
Charles, Lauren Christine	015036
Coreas, Jennifer	018974
Dadwan, Gurmeet Kaur	017864
Davies, Lindsey Christine	015967
Dawood, Diana	013835
Dean, Terri Lynn	014786
Dejamco, Venus Mae	019640
Delgado, Stephanie Jacqueline	017300
Dewar, Melanie	009236
Durst, Kelly Lynne	015206
Flaherty, Michelle Denise	009039
Gallano, Bonatilla	014700
Gallant, Tania Gisele Marie	010442
Gavranovic, Karmela	017920
Gawron, Marion	003499
Gongora, Cristian	019678
Gooddy, Rebecca	019994
Hadizadeh-Raeissi, Yasamina	016457

Hughson, Taylor	018793
Huynh, Amanda	018358
Kavelaars, Josee	015531
Keller, Melissa Nicole	015687
Kidd, Kimberly	015021
Kisseleva, Ekaterina	016636
Kochakpour, Nazafarin	016376
Kollarich, Christine Alexandra	006927
Kozmick, Sarah	014066
Lacasse, Denell	012222
Laflèche, Marie Ginete Anik	013109
Langevin, Rebecca Carole Jo-Lie	017103
Lee, Joanne JungEun	015334
Lefebvre, Amélie Charlyne Marie	013280
Lewis, Alicia	014682
Lin, Joyce	019463
Ling, Bonnie	003539
Mac Donald, Rachel	017881
Machacek, Brittany	018232
Mahzooni, Samaneh	015995
Makowensky, Andrea	016883
McKenzie, Sabrina	012485
Mendigoria-Sabado, Analyn	019158
Mocan, Alicia Cassandra	014393
Mokha, Avneet Kaur	012974
Myers, Emily	017106
Nguyen, Brenda	018921
Nolasco, Rizzel	019453
Nolasco Vasquez, Santhia	019286
Panting Slade, Kari Patricia	011023
Parsons, Jenny Marie	010414
Patel, Trupti	007610
Peckford, Catherine	018166
Pineda, Belen	019198
Pinto, Elsa	011731
Pratt, Patricia	006525
Quenneville Lemieux, Naomi Denise	010007
Ramirez, Sandra Liliana	015063
Read, Abby	018648
Rezaei, Hengameh	018569
Robson, Mary Jo	007843
Salteski, Sarah	015359
Sibley, Victoria	018923
Smith, Alexandra	018578
St. Amand, France	008649
Stevens, Codie	012045
Subnarain, Ashley	015597
Taghi Zadeh, Raman	019280
Taylor, Sarah	019441
Tomlinson, Chyenne Josephine	016072
Turcotte, Cherie-Lee	005897
Upson, Melanie	016924
Wang, Zhixin	019479
Wang, Jingqiong	020257
White, Danielle	015715
Yatchuk, Paige Janelle	017125
Zastavna, Khrystyna	017702

RESIGNATIONS

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Abdel Jabar, Fatima	020180
Abrams, Penny	004353
Acosta, Donna Marie	010964
Ainley, Jennifer	019586
Akar, Bulent	011507
Aldrich, Tracey Leigh	005084
Alemu, Yabsira	019895
Alexander, Julie	001245
Alves, Candace	011934
Andrisevich, Deborah	011139
Anger, Cheryl Ann	008967
Arkinson, Pamela-Jane	001184
Atkins, Christina Marie	009528
Baclig, Renee Catherine	007217
Baker, Catherine Lynn	000987
Baksh, Neisha	006055
Bali, Alexandra	019945
Ball, Erin Leigh	014807
Barclay, Kristen	015240
Barczynski, Teresa	002866
Barry, Julie Victoria	007580
Batres, Maresa	019748
Batten, Susan	008881
Bauman, Candice	009045
Beaulne, Julie Linda	008143
Belanger, Nathalie	006625
Bender, Cynthia Lou	002739
Bennett, Meaghan	017037
Bennett, Sara	018091
Bérubé, Désirée	020510
Berube, Guylaine	006243
Birch, Victoria Ann	003477
Blanchard, Melanie Marie	000775
Blenkhorn, Christine Dorothy	012000
Boisvert, Amanda Mae	012343
Bolton, Doris Christina	001407
Bouchard, Brigitte M C	004552
Boyd, Hailey Christa	011232
Boyd, Jessica Eleanor	016475
Brent, Mallory	020092
Brock, Catherine	001577
Brown, Ruthann	007027
Brownlee, Carolyn E	002385
Brunet, Veronique	017632
Buchanan, Carol	003271
Burdon, Denise	004504
Burke, Carol Susan	003094
Butler, Nancy Lynne	005384
Butler, Samantha	020713
Byrnes, Catherine	004505
Callon, Margaret	004967
Campbell, Lisa	005428
Capule, Ryan Ramos	017324
Carinci, Apollonia	007426

Carpenter, Evangeline S	004428	Eaton, Leena Raili	000265	Guenther, Maryn	019057
Caruso, Matthew	018826	Edwards, Debbie J	000995	Gurnett, Melanie Ann	007583
Cascone, Cynthia Marie	009785	Edwards-Fasken, Nancy Anne	002544	Hacking, Janet Elizabeth	001921
Cauch-McIntosh, Debra Ann	001151	Eisemann, Ava Angelica Natalia	011638	Haggett, Kelly Ann	002809
Chan, Elizabeth Carmen	004639	Eliason, Joan Frances	001275	Hall, Nancy	008848
Charchut, Marlana	017289	Ellis, Fiona	001688	Hand, Elaine Marie	003197
Chesser, Maria Alice	004107	Embree, Christine Margaret	010494	Hardy, Debbie Christine	002594
Chiasson, Michelle Diane Ramos	014422	Enstrom, Noreen Janet	003026	Hardy, Valerie Joan	002814
Childs, Breanne Lee	015911	Eppele, Kristen	016675	Harris, Holly	005311
Choi, Seojin	017162	Eshpeter, Tarryn	020412	Harrison, Ida	002679
Chong, Evelyn	014360	Fang, Yi	018126	Haspel, Ellen Sue	001207
Chow, Diane	004289	Farella, Jacqueline Anne	015885	Hayes, Tanya	010032
Chua, Yvonne Marie Famorca	008245	Farhat, Rayane	019704	Heckadon, Sally	015799
Church, Alanna	017996	Fehrman, Vikki	006889	Heeralal, Nadia Lakshmi	012971
Ciavarelli, Laura	015615	Ferguson, Mary Ruth	001027	Heeringa, Renee Geraldine	005732
Ciccone, Chantal M	003948	Ferguson, Rosanna	007753	Hendricks, Kadejaha	018174
Clement, Karen	007573	Ferreira, Diana Sousa	011907	Hennessy, Elizabeth Michelle	017863
Cobbett, Noël	005831	Ferrera, Maria	003941	Herbin, Crystal	019626
Cockburn, Leona	000785	Ferro, Jennefer	005916	Hessel, Roza	004807
Colavecchia, Sandra	006137	Finn, Mary	003535	Hickey, Danna Rae	014149
Collier, Victoria	019835	Firdus, Jasmina	009326	Hicks, Bonnie Jean	001498
Colosimo, Leigh Collee	016253	Fitzgerald, Schona Ann	002954	Hickson, Patricia K	002972
Comerford-Mask, Anita Mary	002466	Flaxey, Karianne	011259	Hill, Elizabeth	016760
Comrie, Brooke Erin	015657	Flint, Marjorie	004977	Hinton, Kimberley Ann	001039
Conliffe, Sharon	000695	Flores, Judyth Elizabeth	011510	Hobson, Lori Christine	002651
Consiglio, Giulio	006142	Foley, Alyssa	015172	Hogan, Janet	002226
Cook, Valerie Ann	003818	Fortier, Patricia	000947	Howes, Jessica Elizabeth	015292
Cotterill, Kathryn Breanne	013771	Frankcom, Sylvia Marie	000297	Hsu, Hui-Ling	013499
Craig, Irene	003250	Fraser, Chloe Charlotte Joseph	017745	Huck-MacCrimmon, Heather Rebecca	009237
Craig, Sharon Rose	002052	Fraser, Danielle	005583	Hull, Melissa	012969
Cuzzolino, Ann	001289	Fraynak, Natasha	015103	Hum, Julie Donna	006210
Cyr, Sabrina	020210	Furnis, Michelle	015067	Hurley, Sheila Patricia	003721
Dabbour, Nohal	016385	Galati, Francesca	006408	Hussain, Hajera	010828
Dailey, Barbara Lynne	000575	Gallinger, Patricia	000954	Hutchinson, Rebekah	019598
Dalrymple, Louise	004612	Gamu, Georgina Elsie	001819	Hylton, Brynna	019325
Daniher, Cole Logan	017735	Gaogakwe, Crystal Lynn	014625	Hymers, Patti-Lee	001444
Davenport, Natalie Anne	012797	Garland, Kacey	009708	Innes, Robyn Wendy	004514
Davis, Cynthia Ellen	006283	Garlough, Dorothy	000966	Jackson, Stacey Rebecca	013781
De Ciantis, Jennifer	012608	Gazalka, Ursula	007514	Jaillet, Nicole	020542
DeCourcy, Tamara	016429	Genest, Alexandre	019553	Jamieson, Linda	004713
Delorme, Mary Ann	000946	Gerbino-Longo, Nina J	005438	Jantzi, Leanne	014182
Dent, Sabrina Patricia June	017644	Gill, Tammy H D	007648	Jarvis, Kimberly	020739
Desrosiers, Emilie	016851	Gillies, Jessica Marguerite	011225	Jefferson, Lynda Ann	002338
Devlieger, Ashley	018144	Giovannetti, Sheila Marie	002263	Jolin, Natalie	004986
Dhaliwal, Mandeep	015082	Glaister, Jaimie	011333	Jones-Dundas, Stephanie	005145
Diamond, Ginette	003497	Glover, Gloria	002623	Joshi, Shaheen	008728
Dierckens, Sharron Anne	004078	Goldberg, Cathy	000953	Judd, Stephen George	008154
Do, Phuong	018389	Gonzalez, Adriana	007985	Kalirai, Savraj	010516
Dochuk, Christine Ann	001239	Goody, Kayla Marie	012164	Kamensky, Giuseppina	011499
Dodsworth, Mary	003893	Gorman, Angela Olive	014165	Kasprzyk, Cynthia Lynn	008713
Donovan, Taylor	019819	Goulet, Danielle Marie Pierrette	017411	Kaus, M Diane	001194
Doucet, Felicia Elise	010607	Govender, Suniti Parmeshwari	013607	Keegan, Brittany	018557
Downing, Shelley Anne	004768	Gowanlock, Christine Ann	005127	Keenan, Corinne Frances Ann	017509
Doyle, Sabrina	020859	Green, Jaclyn Mariko	017385	Kells, Roni	004737
Du, Biao	018587	Greenwood, Diane	001272	Kiely, Karen	001479
Duivesteyn, Judith Ann	002207	Griffiths, Barb	007303	Kim, Nadine	018169
Dunnett, Glenda	005909	Gualazzi, Pamela	001351	King, Jocelyne L M	002495

King-Beehler, Rachelle Alicia	015165	Matthews-Levasseur, Shelley J	001978	Payne, Marilyn Anne	002842
Kinsman-Ludlow, Carolyn I	002206	Matzko, Elaine	006707	Pearson, Justice	019783
Kitchener, Margaret Sarah	016315	McCaughey, Nancy Margaret	007591	Pearson, Lisa	002469
Klein, Halle	019631	McCrystal, Breanne Mary	015537	Pellegrino, Mara Daniella	006095
Knoll, Laura	013485	McEvoy, Ashley	011423	Pelletier, Sophie Marie	014855
Kolonic, Ashleigh	020767	McGarry, Sabrina	011452	Perreault, Heather	006377
Kong Kam Wa, Anais	020109	McGarvey, Steacy	005476	Perry, Monica Lillianne	009065
Korolenko, Elizabet	020541	McGrath, Miranda	007240	Petrimoult, Christine M	000467
Koserski, Lynda Joan	002975	McIntosh, Mary	003950	Philip, Betsy Marilyn	009017
Koster, Colleen Irene	001929	McIntyre Scott, Mary		Phillips, Monica	009441
Kotian, Kiran	011105	Catherine Elizabeth	009343	Piersanti, Lydia	006349
Kovacevic, Lora Lynn	015226	McIver, Karen Rose	005406	Pirani, Narmeen	004653
Kozak, Joanna Monika	012325	McKay, Jessie Jay	012594	Pirnak, Carmen	009309
Kramarenko, Elena	012899	McKinley, Claire	000988	Plantinga, Jessica	014479
Krug, Helen	002596	McKnight, Nancy Ann	001405	Plaschka, Dena Lee	003595
Kuijpers, Kelsey	015692	McLaren, Elizabeth	000907	Plouffe, Véronique Aline Genevieve	013060
Lacharity, Michelle L	007955	McManus, Colleen	000658	Poirier, Sylvie	002746
Lahaie-Feldberg, Nathalie	004119	McMeekin, Lauren	018930	Poirier, Tracy Nichole J	003455
Lalonde, Guylaine M C	002745	McMillan, Amy	012907	Poitrass, Isabelle Roxanne	016075
Lam, Godwin Wan-Lok	003505	McMurray, Jane	005407	Poulin, Marlee Kathleen	012080
Langille, Barbara Helen	006468	McParlan, Michelle	004584	Pow, Phyllis Arlene	008847
Langlois, Lynn Ann	002655	Mellikov, Kendra Anne	012755	Price, Kyra	018116
Lariviere, Lee Ann Mildred	005494	Meroli Assad, Gabriella Christina	017003	Przybos, Alicja	008702
Larocque, Guylaine	012258	Michalik, Susanna Jane	001606	Pumber, Eha Lea	000875
Laughton, Muriel	000994	Middleton, Andrea Lynn	008306	Puthenpurayil Elias, Santhosh	019038
Lawrence, Marianne E	003179	Miele, Laura Christine	011263	Pye, Antonia	019676
Leduc, Colleen	008647	Mighton, Kimberley Anne	009110	Pyette, Rosa	002106
Lemmon, Mackenzie Rede	016265	Miller, Suzanne Jaqueline	007559	Pyne, Sheila Marie	001334
Leroux, Kelsey	015848	Miron, Karen	002277	Racelis, Eloisa Flores	010242
Leung, Amy Sau-Mei	003157	Moffatt, Patrice	005789	Rahif-Sarkis, Balsam	011045
Levesque, Jody	014867	Mohns, Karen Martha	004242	Raines, Francine	014916
Lewicki, Mariola	012505	Molfese, Chauntelle	015999	Rashotte, Leslie	014242
Li, Meng Wei	018712	Molina, Esmeralda	012375	Redmond, Leslie Anne	003267
Li, Ying	011160	Montour, Susan	009541	Reece, Jennifer Elizabeth	015335
Lightbody-Sarazin, Skylar	020324	Moorhead, Kathleen Ann	007397	Resendes, Lucia	010891
Lipovrovsky, Elena	008747	Morris, Elaine H	001713	Richardson, Laurie Ann	002837
Lobakova, Tetyana Hennadiyivna	012223	Mowe, Rylee	018824	Robertson, Heather Lynn	008365
Lungu, Nicolae	013021	Muirhead, Shelby Nicole	017604	Robrock, Joan	006700
Macchione, Kristina	014254	Munro, Emily	019855	Roch Vachon, Simone	011403
MacDonald, Cierra	018119	Myers, Lucas	018753	Roman, Mary Ann	001799
Mach, Mary Susan	004008	Nagle, Stephanie Lee	000797	Rosaasen, Cathy	004695
Macknight, Kelly-Ann	005535	Needham, Nancy Lynn	007114	Roshchina, Irina	011488
MacNeil, Jacqueline	019167	Newman, Paula Frances	002297	Rowe, Cheryl Anne	002313
MacPherson, Mary Winnette K	005965	Ng, Pik Min	004585	Royce, Paula	001315
MacPherson, Pamela A	002709	Ngo, Kathy Thi	017562	Rozza-Bozzo, Ginette	007671
Majcen, Tanja	014541	Nguyen, Phuong	018687	Russell, Audrey	004835
Mak, Ancilla Caryn	015188	Nichols, Pennie Jane	002383	Russell, Elaine	002729
Manieri, Susan	002183	Niro, Karen Leanne	004007	Ryan, Chantal	008035
Marchewka, Sjalyn	020584	Odrowski-LeBlond, Sandra Lee L	004578	Ryan, Nicole	001988
Marchuk, Charlene	006225	Ois, Adele Anne-Marie	012163	Sanders, Jessica Lynn	015514
Marone, Lia Margaret	009125	Oldham, Ann	007860	Sanmugathas, Dilani	015686
Marshall, Valerie	003462	Oymakas, Leda	016209	Santangelo, Serena Rene	017595
Maschke, Alyssia Marie	011170	Pai-Merkley, Rebecca Lee	011437	Santuyo, Zoila Marie	014735
Masiuk, Seyedeh Sara	011860	Paolasini, Carey	002025	Sapardanis Woeste, Victoria	006725
Mason, Susan Jaqueline	002761	Parker, Sharon Ellen	002506	Saucier, Kelly Jessica	013371
Mastrogiacomio, Jennifer Anne	006167	Paterson, Kelley D	007759	Savard, Kodi	019114

Sawarkar, Prajyot	020775
Sazonova, Oleksandra Volo	017345
Sbergio, Sara	013842
Scarselli, Kristina Brianne	010560
Schipper, Mary Theresa	001005
Schroeder, Brenda Louise	002266
Seibert, Angelika Marie	001997
Sentineal, Lora	001769
Sferrazza, Amanda Gayleen-Gloria	017839
Shak, Rosemary	005565
Sharma, Nimish	020377
Sharron, Stacey	017859
Shaw, Sarah Elizabeth	009082
Silva, Natasha Lynn	013955
Silva, Paula Roxanne	005164
Simond, Caila	011767
Sinasac, Stephanie Anne	016907
Siydock, Shawna Lillian Jane	013651
Skeete, Chelsie	019706
Sloan, Vanessa Catherine	015864
Smallman, Kimber	007007
Smith, Celeste Lee	007227
Smith, Jennifer	006543
Snape, Sarah Elizabeth	017624
Sobczyk, Danuta	004787
Sotiropoulos, Helen	011017
Southorn, Robin Elizabeth	001748
Speiran, Cheryl	003243
Spence, Johanna Bethany	013857
Spirovski, Goran	005115
Stal, Debbie	003927
Stark, Colleen Victoria	010353
Steed, Amy	020137
Steele, Tanya Zeta	012765
Stefanidis, Catherine	009430
Stern, Arieanne	016434
St-Jean, Natalie	013193
St-Onge, Nathalie	018242
Stover, Sandra Lillian	002124
Stuckless, Sheena	018927
Suitor, Ning	005901
Sullivan, Leah	005264
Sullivan, Susan	001288
Sung, Junghee	017612
Swan, Pearl Mary	010757
Taniredjo, Fiona	014356
Therien, Stephanie	010004
Thibault Matern, Kira	019000
Thibault, Marie-France	009145
Thiessen, Tammy Marie Katherine	013578
Thompson, Janet	001936
Thompson, Laura	005777
Thrasher, Karen Lee	002306
Tremblay, Christine Diane	012457
Trinh, Holly M	010034
Tristen, Jill Frances	006478
Tryon, Brenda	004838

Tsikrikis, Maria	010555
Tulsiani, Reena	004866
Umar, Yasmin	016942
Vandenberg, Lenny G A	008825
VanDerVeen, Maureen	001287
Vaninetti, Kara	019806
Vanleeuwen, Chantel Marie Louise	017877
Varghese, Binzy Roshin	015648
Vernon, Janine	005117
Verougstraete, Shelley Lynne	003427
Vozza, Gina	004971
Wagman, Arona	004594
Wakeford, Catherine Ann	003264
Wall, Kerri	018295
Wallbank, Sarah Rene	013895
Walton, Cassandra	019080
Waterfield, Kimberley Margaret	007365
Watt, Danielle	017017
Wayland, Lori	002159
Weatherall, Tammy Ruth	013324
White, Bonnie Jeanne	003923
White, Karen	001889
White, Tara	020776
Whittington, Verna	004347
Wieczorek, Anna	018450
Williams, Jennifer Frances	000776
Wilson, Carole C	004015
Wilson, Lindy Lee	001797
Winkler, Loretta	003225
Wolfe, Janice	001565
Wong, Darlene	007351
Wood, Alison Ghislaine	006842
Woodman, Staci	019745
Wray, Dianna	007525
Wright, Janet Elaine	001812
Wu, Zhihua	008958
Yip-Chuck, Eleanor Rose	002843
Young-Scholes, Joyce	000335
Yurchuk, Caroline	005724
Zarosa, Anne Catherine	001785
Zighami Nejad, Maryam	018818

SUSPENDED/ REVOKED

In accordance with Section 24 of the Health Professions Procedural Code (Schedule 2 of the *Regulated Health Professions Act, 1991*), the following registrants have been suspended or revoked for non-payment of the annual renewal fee. These registrants were forwarded notice of the intention to suspend and provided with two months in which to pay the fee. If a registrant who has been suspended for non-payment does not reinstate her or his certificate of registration, that

certificate is deemed to be revoked two years after the failure to pay the annual fee.

SUSPENDED FOR NON-PAYMENT OF FEES

OCT. 16, 2020 – FEB. 28, 2021

Amjad, Nida	019824
Carson, Kirsty	015052
Chandler, Lisa Rose Michelle	010483
Chen, Jing	016203
Collier, Victoria	019835
Costa, Larissa	015440
Covant, Michelle	019093
Dean, Deyrold Rizwan	016258
Dumitra, Nina	010226
Etbina, Mustafa	019435
Fadel, Shareen	019275
Galeota, Jessica Maria	015776
Gao, Yan	016738
Guanio, Franz	014970
Guimond, Kim	009383
Hogan, Donna	005297
Jacob, Jesson	019059
Knowles, Laura	016279
Larabie, Ariane	019426
Lee, Ellena	017388
Li, Jing	015315
Livay-Shakked, Rivka	009521
Lockwood, Allison	013881
Long, Kristy	007252
Ly, Charlene	018014
McCarthy, Leah	017923
McIntosh, Mary	003950
Mercier, Nicole	002883
Millicheap, Kayla	019511
Morton, Nathalina	018622
Nnagbo, Chinwendu	017486
Nourzadeh, Maci	016519
Pearson, Vanessa	018477
Perdomo, Ana Maria	019731
Roberts, Rose Cathy	017348
Rosta, Maria	019188
Ruff, Anna-Maria	006717
Sabourin, Jacinthe	003915
Sahota, Manpreet	014831
Semenyna, Antonina	011166
Seon, Stefanie	019217
Shang, Dong	015762
Sharif-Khani, Mitra	019823
Walker, Carol	007551
Weeks, Diane	004867
Yakabuskie, Jordana	016480
Young, Dinah	015711
Zhou, Jing	010731

REVOKED FOR NON-PAYMENT OF FEES

OCT. 16, 2020 – FEB. 28, 2021

Adams, Karlie	018924
Bennett, Jennifer	017910
Brettschneider, Mallarie	017329
Butler, Corinne Elizabeth	016018
Chang, Sally Marisabel	008981
Collett, Julia	019406
Coursol, Marie-France Ghislaine	017101
Cunanan, Rexter Rey Sembrano	013913
D'Ascenzo, Laura	009928
DeMarco, Cynthia	017313
Foreman, Joanne	010862
Ghorany, Sawil	009710
Hall, Victoria Elizabeth	013990
Harnett, Katrina	017914
Khalid, Ambreen	014905
Kinnear, Lorraine Margaret	006424
Kukielczynska, Alicja	010125
Labelle, Sharon	018585
Madge, Corrin	015992
Miron, Chantal Leone	007285
Mothersill, Tamara Lynne	015336
Nightingale, Stephanie Clarissa	012570
Pauls, Bonita Lynnette	002597
Poulin, Alexandra	019103

Sahraoui, Malika	018185
Saljoughian Esfahani, Nasser	014110
Slade, Connie	010171
South-Stratton, Brooke	007606
White, Linda Anne	001691
Zweerman, Yvonne	007910

SUSPENDED BY ORDER OF THE DISCIPLINE COMMITTEE

OCT. 16, 2020 – FEB. 28, 2021

Boodoo-Cutbush, Kushma	008390
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REVOKED BY ORDER OF THE DISCIPLINE COMMITTEE

OCT. 16, 2020 – FEB. 28, 2021

MacDonald, Sherry Lynn	007250
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REINSTATED

OCT. 16, 2020 – FEB. 28, 2021

Allen, Samantha Jean	015177
Barry, Christine	010618
Bedour, Pamela Dawn	002337
Burke, Ashley	011821

Espique Smith, Jessica	010998
Evans, Bronwyn	019792
Garcia, Renee Ann Alomia	016397
Hadley, Rachael	015681
Margolian, Alyssa	018468
Michaud, Kelsey	018968
Nuncio-Painchaud, Myriam	020088
Patterson, Julie Ann	017797
Pyrek, Katarzyna	009582
Rocheleau, Lise	004539
Sahota, Manpreet	014831
Salvo, Catherine	005958
Seon, Stefanie	019217

DECEASED

OCT. 16, 2020 – FEB. 28, 2021

Brown, Shawna Louise	016430
Predhomme, Chad	017855
Thompson, Krista Lee	009405

COVID-19: COLLEGE OF DENTAL HYGIENISTS OF ONTARIO (CDHO) GUIDANCE ON RETURNING TO DENTAL HYGIENE PRACTICE

If you're not sure where to find the latest guidelines on returning to dental hygiene practice, you will always find the up-to-date document at <https://www.cdho.org/my-cdho/guidelines/practice> by clicking on **CDHO Guidance on Returning to Dental Hygiene Practice**.

On that same page, you can also find the **Guidance on Isolation Gowns** and **Inclusion of Telehealth documents**.

